# **Child Support Report**

Vol. 39 No. 3 March/April 2017



#### PERSPECTIVES FROM THE FIELD — WORKING TOGETHER FOR COMMON GOALS

# Strategic State Partnership Assists Both Agencies

Ted Mermigos, Director, Delaware Division of Child Support Services



A fter two consecutive years of increasing paternity establishment numbers, the division faced a tough issue — how to stop a downward trend. Delaware's Federal Fiscal Year (FFY) 2016 paternity establishment numbers had decreased and, if this trend continued, the state could incur a penalty for 2017. After speaking with 80 members of Delaware Division of Social Services (DSS) management at their quarterly meeting last summer, I believed that the social workers and

senior social workers should be aware of our decreasing paternity establishments and how information sharing between our two divisions could improve the services both offices provide.

I told the TANF managers that I wanted to speak directly to their front line workers because I thought it would have a greater impact on success. The managers were happy to assist. In the fall of 2016, I began meeting with social workers in the DSS program about the services we offer. I focused my messages on our need to increase paternity establishment rates and to build a stronger working relationship between our two divisions.

I gave 45-minute presentations at each of the 20 statewide offices that handle TANF cases, and then gladly answered questions about child support services. I also addressed our recent name change and increased focus on quality customer service. Though I directed my messages to social workers and senior social workers, everyone was welcome. Attendees learned the reason behind the creation of the child support program, the paternity establishment numbers for the past eight years — including penalties we incurred when we missed required levels — and how the agencies can work together to increase these numbers. During the first three presentations, however, it was clear that we needed to add information about how TANF customers received their money and how these individuals get their child support payments.

Because of the questions and suggestions we heard at these presentations, my deputy director and I have been talking with our DSS counterparts about possible ways to increase communication between the agencies. For example, we gave them a directory of our staff contact information so the DSS staff could communicate with our workers directly when they are helping a customer who needs immediate child support information. In addition, the Delaware DSS director and deputy are ready to implement a more direct and efficient process for placing and removing sanctions on their clients when our child support staff ask them to do so.

We really stress to our colleagues at the DSS offices that a lot of our two divisions' successes are based on how well we share quality information. The Division of Child Support Services looks forward to a very successful fiscal year in 2017 with the efforts of both divisions.

For information on building a similar partnership with your state TANF agency, contact Cherí Pyne at <a href="mailto:cheri.pyne@state.de.us">cheri.pyne@state.de.us</a> or 302-395-6520.

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# NATIONAL CHILD ABUSE PREVENTION MONTH



childwelfare.gov/topics/preventing/ preventionmonth

Strong, nurturing communities that are supportive of families can get involved and play a role in preventing child abuse and neglect and promoting child and family well-being.

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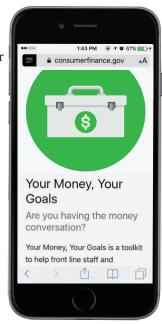
#### **SPOTLIGHT — FINANCIAL READINESS**

# **Financial Empowerment Tool for Frontline Staff**

Lissan Anfune, OCSE Program Specialist on detail at the Consumer Financial Protection Bureau

Many people feel overwhelmed by their financial situations and they may not know where to go for help. For people with lower incomes, social service and nonprofit program frontline staff are in a unique position to provide that help. Child support professionals often see the financial challenges that parents face but rarely have enough information, knowledge, skills, or resources to offer support.

Social workers and case managers know that the financial stresses their customers face may interfere



with their progress toward other goals, like finding and keeping secure housing, staying in school, or even landing a job. As people make progress toward those goals, financial missteps can often erase their hardfought gains. These issues, if left unattended, can get worse and make it more difficult for parents to provide financial stability for their children and families.

## Adding financial services

Social services programs across the country are integrating financial empowerment tools into their daily programs rather than referring people to local financial resources. To support their efforts, the Consumer Financial Protection Bureau's (CFPB) Office of Financial Empowerment developed and field-tested a toolkit.

Your Money, Your Goals uses a "train-the-trainer" approach to equip social services staff with the information and tools they need to help people identify their financial challenges and goals. The adaptable toolkit includes ways to create saving and spending plans, understand credit, manage debt, choose financial products, and understand their rights as financial services consumers. It helps frontline staff address basic questions and shows people steps they can take to reach their financial goals.

#### Nationwide assistance

Since its national launch, nearly 300 organizations have used the Your Money, Your Goals toolkit to help an estimated 150,000 consumers with low-tomoderate incomes. The CFPB has provided the toolkit and training materials to several state and local government agencies and nonprofit organizations including the Temporary Assistance for Needy Families, Head Start, and Supplemental Nutrition Assistance programs, housing authorities, health clinics, workforce development providers, legal aid services, and those that support elderly and veteran populations. Child support program professionals know that empowering low-income parents to manage and understand their finances can help promote consistent child support payments, address barriers to payment, and allow families to provide financially stable environments for their children.

CFPB developed the toolkit and related training materials so child support professionals can integrate financial empowerment concepts into the work they are already doing. Your Money, Your Goals includes information, checklists, and worksheets parents can use in their everyday lives.

Interested agencies can download Your Money, Your Goals from the <u>CFPB website</u>. The toolkit page includes an implementation guide, PowerPoint slides with trainer notes, and a train-the-trainer video. Users can also sign up for news on upcoming training events and updates to the toolkit.

To learn more, email YourMoneyYourGoals@cfpb.gov.

## **Access Additional Resources** from CFPB

In addition to Your Money Your Goals, the CFPB also offers resources that child support staff and parents can use to learn more about the financial marketplace and to resolve specific consumer complaints.

- · Find the information you need to make more informed choices at Ask CFPB, a resource that houses clear, impartial answers to hundreds of financial questions.
- Have an issue with a financial product or service? CFPB forwards complaints to companies and works to get a response from them. The Submit a complaint webpage has details.

# **Financial Counseling Empowers Parents**

Jonathan Mintz, President and CEO, Cities for Financial Empowerment Fund



Financial counseling can help make money management, including child support payments, less challenging for parents and their children. Several cities are helping residents address money issues through financial counseling as a municipal service. Lansing, Michigan is one of five pilot cities that received funding and technical assistance to replicate the Cities for Financial Empowerment (CFE) Fund's Financial Empowerment Center (FEC) initiative. The program started in New York City and was so successful that CFE awarded grants to five other cities, including Lansing, to try to replicate the NYC program's success. Lansing's FEC program provides free, one-on-one, highquality financial counseling as a stand-alone public service integrated into a range of social service programs.

# Serving incarcerated and reentering populations

The FEC staff started working with the Ingham County Parole Office to provide financial counseling to parolees living in state-funded housing. The program was not only successful, it also helped the staff identify other opportunities to work with the Michigan Department of Corrections on banking access and child support. In January 2017, with funding from the Capital Region Community Foundation, Lansing launched the Avoiding Common Pitfalls Project. It allows the FEC to help residents in the pre-sentencing phase to request child support order modifications. During the reentry phase, staff help parents request reductions of state-owed child support arrearage.

# Complex financial issues can destabilize reentry

There can be many barriers to successful reentry. Incarcerated individuals who don't put a hold on their credit are often victims of identity theft. They can also have trouble securing a safe place to keep their financial assets that won't penalize them for lack of activity in their accounts. Child support is one of the top three federal support programs and an important income source for families, and arrears can pile up if noncustodial parents do not address child support payments before or during incarceration. This often means parents are in violation for nonpayment the moment they exit prison.

With this in mind, the Lansing FEC informs soon-to-beincarcerated parents that they are eligible for child support modifications. Staff help recently incarcerated people apply for modifications, and they will soon start working with a local nonprofit to oversee post-incarceration mediation between parents about child support orders.

#### The child support partnership impact

In the first two months of the Avoiding Common Pitfalls Project pilot, the Lansing FEC's partnership with the local child support office has successfully led to 27 child support orders being modified and helped parents get some of their arrearages reduced where possible. The benefits are enormous — one parent eliminated \$40,000 of child support debt.

These benefits are just part of the FEC initiative's impact. Since program inception, over 70,000 FEC clients have increased their savings by almost \$9 million and reduced their debt by more than \$83 million.

#### Finding help for your city

Leaders who want to help incarcerated or reentering individuals with their child support orders can try to connect their local child support offices to financial counselors or other caseworkers who can deliver training on these complex issues.

Cities can also visit the CFE Fund website to learn how the organization provides funding and technical assistance to mayors and their teams so they can embed financial empowerment strategies into municipal infrastructure.

For more information, email <u>info@cfefund.org</u>.

# For Low-Income Earners, It Pays to Save

Parents who save for their future retirement may be able to get a break from a little known tax credit available to eligible low-income earners. The Internal Revenue Service offers the Saver's Credit for those enrolled in qualified retirement plans, giving 10, 20, or 50 percent credit back for voluntary contributions to retirement savings. A single individual with an adjusted gross income (AGI) of \$18,500 can receive a 50 percent credit, while a single person earning an AGI of \$30,750 can get a 10 percent credit. See IRS Form 8880 for more information on how to calculate the credit.

#### TRIBAL MATTERS

# **Tribe Finds Success through Innovation Grant**

Abbey Lukowski, Family Service Division Director, Forest County Potawatomi Tribal Child Support Agency

ore than 3,500 employees of the Forest County ■ Potawatomi Community (FCPC) live hundreds of miles from our tribal community in northern Wisconsin, which made accessing child support services difficult for some. With the help of a 2014 OCSE <u>Tribal Innovation</u> Grant, we have overcome this challenge. The Tribal Child Support Agency (TCSA) director applied for the grant to help upgrade services to tribal and non-tribal-member employees of FCPC's hotels and casinos in the Carter and Milwaukee areas. The funding did help improve communication and collaboration with FCPC human resources departments and the county child support agencies. It also allowed staff to travel to both facilities to meet with child support clients and employers more regularly. Thanks to the grant, we have increased our collections.

# Working together improved relationships with the other agencies and enhanced service quality.

## **Increasing collaboration**

By using the satellite location more consistently, TCSA staff improved their working relationship with the Milwaukee County Child Support Agency and enhanced rapport with other key contacts. Staff were also able to provide better service to Forest County Potawatomi tribal members and community employees because staff were on site to answer questions and provide information. Staff collaborated with the human services departments so they receive new hire information more quickly. By working with the county child support agency, staff identified foreign orders that needed to be registered in the tribal court. By implementing both processes, staff were able to expedite income withholding orders, which helped reduce high arrears for employees with child support obligations.

Working together improved relationships with the other agencies and enhanced service quality. It also accelerated information exchange. The TCSA receives data more



quickly so it can process cases sooner. It also provides more efficient timelines and paperwork requirements for registering foreign child support orders and generating income withholding orders.

#### The evidence is in the outcomes

Before the grant, TCSA's collection statistics showed a payment average of 56 percent. Currently, it is nearly 93 percent. Arrears collections before the grant averaged below 15 percent. Registered payments are now at 100 percent.

We created new processes so we could meld them into the child support program and continue to use them for many years. By improving communication, cooperation, and procedures, and taking the opportunity to focus child support interagency efforts, staff now have better working relationships with our partnering state and tribal child support agencies.

For more information about this article, contact Abbey Lukowski at 715-478-7262. For more information about the FCPC grant, read Tribal Grant Success — Forest County Potawatomi in the October/November 2015 Child Support Report.

#### **FEDERAL OFFICE**

# **Training — Processing International Cases**



The Hague Child Support Convention is effective in the United States! On January 1, states should have started processing new cases with Hague Convention countries using the Hague case processing forms and procedures under Article 7 of the <u>Uniform Interstate Family Support Act</u> (UIFSA).

We posted the 14 federally approved Hague Forms on the OCSE website in the PDF fillable format. The set includes a mandatory transmittal form, a mandatory acknowledgment form, and 12 recommended forms.

We have also developed an 8-part webinar training series on international case processing under UIFSA 2008. Our target audiences are caseworkers and Central Registry staff. To date, we have presented five modules and posted the training materials for each on the OCSE website. Each training packet includes a PowerPoint file, slide notes, and expanded trainer notes.

## Modules 1 and 2 — Background

These provide background information about the 2007 Hague Child Support Convention. We started this way so child support agencies will better understand the government's goals during treaty negotiations, the process officials used to negotiate the international treaty, and the convention terminology. The modules also discuss the scope of the convention and services that a Central Authority must provide. This method gives agencies a better idea of what to expect on outgoing cases to a convention country.

## Modules 3 and 4 — Case processing

The most likely application under the convention is an application to recognize and enforce a support order issued by a convention country. For that reason, Module 3 explains the process and forms for incoming applications and Module 4 handles outgoing applications.

# Module 5 — Establishment Incoming and Outgoing Applications

In early April, we examined incoming and outgoing applications for establishment of a support order, including establishment of parentage when necessary to obtain support.

### **Future training**

We will deliver the remaining three modules this summer. Module 6 will examine incoming and outgoing applications for modification. In Module 7, we will address implementation issues and questions that have arisen for states. Finally, Module 8 training will cover processing international support cases from countries that the U.S. has bilateral reciprocity arrangements with, but are not convention countries.

We invite you to participate in upcoming modules, especially since they are free. We will send out notices when online registration opens. In the meantime, we encourage you to use the webinar resources to train within your state. If you have any questions, please contact the OCSE international team at ocseinternational@acf.hhs.gov.

### **Training Dates for Remaining Modules**

TRAINING DATE		MODULE
May 11	2:00 – 3:30 ET	Module 6 Modification – Incoming and Outgoing Applications
June 13	2:00 – 3:30 ET	Module 7 Implementation Issues
July 20	2:00 – 3:30 ET	Module 8 Case Processing of a Non-Convention Case

## **Revised Intergovernmental Forms**

States must use specific, federally approved forms in intergovernmental actions. The Office of Management and Budget recently approved revised standard intergovernmental forms that are required under Section 311(b) of the Uniform Interstate Family Support Act (commonly referred to as UIFSA) and 45 CFR 303.7(a)(4). The set of 13 forms, including 4 new forms, reflects policy developments in such areas as protecting personally identifiable information and gender neutrality. The forms also reflect advancements in communication methods and technology.

The complete list of revised intergovernmental forms is available on the Intergovernmental Child Support Enforcement Forms page on the OCSE website.

#### **PROMISING PRACTICES**

# **Child Support Debt Affects Vehicle Registration Renewal**

Mara Flanagan Friesen, Deputy Attorney General for Child Support, Texas Office of the Attorney General - Child Support Division

he Child Support Division of the Texas Office of the ▲ Attorney General (OAG) works hard to ensure that children receive their court-ordered child support. In September 2016, the OAG launched a new child support collection program to ensure parents make their courtordered payments.

The state can now deny requests to renew the motor vehicle registrations of noncustodial parents if they have not made any payment toward their court-ordered child support in six months or more. To get the restriction lifted, parents must contact the OAG to make and satisfy a payment arrangement. Since the program's inception, the state has collected more than \$500,000 in delinquent child support payments.

The Texas Department of Motor Vehicles sends noncustodial parents their renewal notice 90 days before the due date that tells them their renewal request may be denied. This notice provides a dedicated phone number parents can call if they have questions and want to make payment arrangements. Parents can also request a review of the renewal denial if they believe there has been an error or they can provide information that may impact their case.

Once the parent fulfills the payment plan, the OAG will lift the denial of registration renewal.

This new tool will help provide more child support payments for the benefit of the state's most precious resource: our children.

For more information, contact Mara Friesen at mara.friesen@oag.texas.gov or visit the Texas Denial of Motor Vehicle Registration Renewals website.

# Safety First — **Even on Social** Media



Gretchen Tressler, OCSE

s technology changes, so too do online predators. A Parents need to stay informed about internet safety, especially when it comes to the social media sites their children may be using. The Federal Bureau of Investigation offers several tips for parents on how to monitor children's activities online:

- Educate yourself on the websites, software, and apps that your child uses.
- Instruct your kids to use privacy settings to restrict access to profiles so only the individuals on their contact lists are able to view their profiles.
- · Visit social networking websites with your kids, and exchange ideas about acceptable versus potentially risky websites.
- Tell your kids why it's so important not to disclose personal information online.
- Only allow your kids to post photos or any type of personally identifying information on websites with your knowledge and consent.
- Remind kids to only add people they know in real life to their contact lists.
- Monitor your children's use of the Internet; keep your Internet computer in an open, common room of the
- Encourage your kids to consider whether a message is harmful, dangerous, hurtful, or rude before posting or sending it online, and teach your kids not to respond to any rude or harassing remarks or messages that make them feel scared, uncomfortable, or confused and to show you the messages instead.

To learn more about the specific tactics predators can use to gain access to an individual's social media account, read the FBI's Internet Social Networking Risks pamphlet.

#### A New Milestone for e-IWO

The Electronic Income Withholding Order (e-IWO) process reached a landmark in January when transactions topped the 7 million mark. In the 12 years that employers and states have been exchanging IWOs electronically, they have found several key benefits. Families receive their child support 2-3 weeks earlier than they did with the old paper system. States and employers also have a standard, streamlined electronic process.

e-IWO reduces processing costs for states and employers and increases collections. Considering the cost to develop e-IWO against the savings of time and mailing and administrative expense, e-IWO is very efficient and cost effective.

Currently, 51 states and territories send electronic withholding orders to more than 1,350 employers. This level of employer participation and 7 million transactions indicate e-IWO's success for the child support program.

To learn more, contact the employer services team.

# **Bridging Health Equity Across Communities!**

**O NEW APP** 



April is National Minority Health Month. The HHS Office of Minority Health is joining with its partners to raise awareness about efforts across health, education, justice, housing, transportation and employment sectors to address the factors known as social determinants of health — the environmental, social and economic conditions that impact health. The HHS Office of Minority Health will continue to bridge efforts across the nation to help eliminate health disparities, accelerate health equity, and build a stronger, healthier nation. Visit the OMH website to learn more about National Minority Health Month, and sign up for the National Minority Health newsletter emails to find out about #NMHM17 events and programs!





# **Secretary Price Takes Office**

Dr. Tom Price became the 23rd Secretary of Health and Human Services on February 10, 2017. Secretary Price is active on Twitter as @SecPriceMD and has two videos on YouTube including Secretary Price: HHS Team Committed to Serving You. You can also follow the secretary on the HHS Facebook page.



# **Child Support Report**

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#### **SPOTLIGHT — CHILD ABUSE PREVENTION MONTH**

# **Partnering to Prevent Child Abuse**

LaShawn Scroggins, OCSE

Cince April is Child Abuse Prevention Month, it is a good Time to review the many ways child support agencies and staff can partner with families and other service providers to help prevent child abuse and neglect, and promote child and family well-being. Here are a few simple strategies you can incorporate in work that you already do.

### **Office Space**

- Create an office space that is inviting and familyfriendly.
- Include parent education materials and information about <u>developmental milestones</u> in the resources you provide in your waiting room.
- Play videos in waiting rooms that encourage parents to see the world from their child's point of view and stress the importance of children being supported by both parents and surrounded by loving extended family members.

### **Staffing**

- Educate staff on successful parenting and child development so that they can play a more effective role in coaching parents on these issues.
- Hire or develop staff who enjoy working with families, can form and maintain trusting relationships with them, and provide opportunities for these relationships to flourish.
- Train staff to observe and assess children for early signs of abuse or family distress and respond to children and their families with encouragement and support.

#### 2015 Child Maltreatment Statistics

4 million **Maltreatment Reports** 7.2 million Children Impacted 683,000 Substantiated Investigations

1,670

Source: HHS Child Maltreatment Report 2015 Statistics

Death due to abuse or neglect

## **Community**

- Partner with resources in the community that help families manage stress and deal with crises, including programs that offer family-to-family help for personalized, sustained support, as well as services such as mental health counseling, substance abuse treatment, domestic violence programs, and self-help support groups.
- Create special outreach activities for fathers, grandparents, and other extended family members.
- Offer referrals and resources to help parents overcome transportation, child care, and other barriers to participating in social activities.

Child support professionals must also be able to recognize the risk factors associated with child abuse and neglect and when the parent or caregiver may need additional support that may help prevent future maltreatment. However, because of the large number of parents and children that visit child support offices, staff must also be able to recognize the signs of child abuse and to know what to do.

## Signs and Symptoms of Maltreatment

Children may experience many types of maltreatment. The chart below details some of the possible signs and symptoms of child abuse and neglect.

Type of Maltreatment	Signs and Symptoms	
Physical Abuse	<ul> <li>Unexplained bruises or injuries</li> <li>Shrinks away or jumps when the parent or caregiver makes a sudden movement</li> <li>Exhibits violent behavior towards other children or toys like dolls and stuffed animals</li> </ul>	
Neglect	<ul> <li>Looks malnourished or seems extremely hungry</li> <li>Dirty and not dressed for the weather</li> <li>Untreated medical conditions</li> </ul>	
Sexual Abuse	<ul> <li>Pain, bleeding, redness, or swelling in anal or genital area</li> <li>Age-inappropriate sexual play with toys, self, or others</li> <li>Age-inappropriate sexual knowledge</li> </ul>	
Emotional Abuse	<ul> <li>Extremes in behavior, ranging from overly aggressive to overly passive</li> <li>Delayed physical, emotional, or intellectual development</li> </ul>	

## I suspect a child may be being abused. What should I do?

If you suspect child abuse, report the situation to local department of social services staff. It is their responsibility to investigate and determine if abuse has occurred. It may not only be the right thing to do, federal and state laws may require you to file a report. Check the Mandatory Reporters of Child Abuse and Neglect factsheet to see if it lists your occupation.

## What information do agencies want and do I have to give my name?

While some states allow anonymous reporting, others require that mandated reporters provide their name and contact information. This is very helpful when investigators have important follow-up questions.

The agency will not release your name to the abuser, but an abuser may figure out who made the report based on the allegations. For example, if the report details an incident that occurred in your office, the parent will likely know you made the report.

Child protection agencies need as much detailed and specific information as possible. At the very least, be prepared to provide the following information:

- Child's name and address
- Location where the abuse took place
- Name and relationship (if known) of the person you believe is abusing the child
- What you saw or heard regarding the abuse or neglect
- Names of any other witnesses or people who might know about the abuse
- Your name and phone number (if you don't report anonymously)

#### Where do I call?

Most states have a toll-free number. You also can call the Childhelp® National Child Abuse Hotline at 800-4-A-CHILD (800-422-4453). The State Child Abuse and Neglect Reporting Numbers website also has information.

Anyone can and should report suspected child abuse or neglect. If you think a child is being mistreated, take immediate action. Remember, reporting the situation may protect the child and get the family additional help.



#### How will I know it's abuse?

Children may experience many types of maltreatment; however, it normally falls within the following general categories.

Physical abuse: non-accidental physical injury to a child because a parent, caregiver, or other person who has responsibility harms a child. This could include actions like punching, beating, kicking, biting, shaking, throwing, stabbing, choking, hitting, or burning a child. The acts may cause bruises, broken bones, severe injury, or even death, and they're considered abuse even if the caregiver didn't intend to hurt the child. Most states do not usually consider physical discipline, such as spanking or paddling, as abuse as long as it is reasonable and causes no bodily injury.

**Neglect**: failure to provide for a child's basic physical, medical, educational, or emotional needs. It is the most common type of child abuse. Some examples include abandoning a child, leaving minor children unattended, or permitting the child to use alcohol or other drugs. Neglect also includes failing to provide necessities such as food, shelter, special education needs, or medical or mental health treatment. Remember that some states provide exceptions to the medical care requirement if it is against a parent's religious beliefs.

Sexual abuse: using, persuading, or coercing a child to engage in sexually explicit conduct. It also includes raping or molesting children. Sexual abuse includes fondling or penetrating a child's genitals, indecent exposure, or the exploitation of a child through prostitution, or by producing pornographic material of the child. For a thorough definition, read the Child Abuse Prevention and Treatment Act.

Emotional abuse: a pattern of constant criticism, threats, or rejection, as well as withholding love, support, or guidance that impairs a child's emotional development or sense of self-worth. Emotional abuse is often present when other types of maltreatment are identified, but it is usually difficult to prove without evidence of harm or mental injury to the child.

The Child Welfare Information Gateway Identification of Child Abuse & Neglect webpage has more detailed information and resources.